

BENCHMARK
FORT STEWART, GEORGIA

REORGANIZATION OF THE DIRECTORATE

1. **Identify the idea, initiative, or current process.** Changes have occurred in the acquisition community and in garrison directorates that made the standard organization of Directorates of Contracting antiquated and inefficient. To maximize the effectiveness of a dwindling workforce, the directorate was reorganized.
2. **Identify the place of origination (where or from whom you got the idea).** The directorate looked at the organization of other DOCs throughout FORSCOM as well as the reorganizations of other directorates at Fort Stewart.
3. **Explain how you expanded and enhanced the idea.** DOC at Fort Stewart did not want to reorganize just for the sake of reorganization, but wanted the end result of reorganization to be a more efficient, customer-friendly organization that maximized the talents of the employees within the directorate. Elimination of the 1105 series at Fort Stewart was and still remains a goal. Those in the 1105 series were encouraged to pursue education credits needed for conversion to the 1102 series. All, but one of the original 1105s have been converted to the 1102 series. It was also determined that the minimum grade level for an 1102 in the directorate would be a GS-09 and that all 1102s in a particular grade would have a "generic" job description to provide for flexibility in workload management. With the retirement of the Chief of the Purchasing Division in FY 99, the Purchasing Division and Contracting Division were combined into the Acquisition Division. A contracting cell was established in the Directorate of Public Works to handle requirements for DPW within the simplified acquisition threshold. In FY 00, the name of the Support Division was changed to the Business Operations Division to more accurately reflect the role that division plays in the support of DOC and the Fort Stewart Garrison.
4. **Describe the benefits/values derived from your efforts.** DOC has become a more customer-friendly organization. Customers are not shuffled from one division to another for assistance. Having primarily 1102s has allowed for a more even distribution of workload and more flexibility in work assignments as we move away from traditional one function duties to more rapidly changing task oriented duties that may change in a matter of months. (POC is Ms. Cathleen Thomas, DSN 870-2964.)